

DDP 0208 DD Comprehensive Waiver Service Definitions

Effective 7/1/13

28. Supported Employment - Co-Worker Support

Co-Worker Support allows the DD Program and DD provider agencies to contract with a business to provide co-worker provided job supports as a part of the natural workplace. The supports will be provided directly to the person and may include: 1. the development of positive work-related habits, attitudes, skills, 2. work etiquette directly related to their specific employment, 3. health and safety aspects/requirements of their particular job, 4. assisting the individual to become a part of the informal culture of the workplace, 5. job skill maintenance or assistance with incorporating new tasks, 6. facilitation of other supports at the work site such as employer sponsored employee activities beyond job tasks. 7. assistance during breaks and/or lunch.

Individuals participating in this service are employed by a business and are paid at or above the state's minimum wage, with a goal of not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities. This service differs from Supported Employment – Follow Along Support in that it creates opportunity for services/supports to be provided by the local business' employee where the person is employed. Receiving mentoring from a fellow employee increases opportunities for acceptance into and thus success in the workplace community. This service is intended to provide ongoing Co-Worker Support allowing Follow Along Support to be decreased.

People may utilize Job Discovery/Job Preparation, Individual and Small Group Employment Support, Follow Along Support and Day Supports & Activities in conjunction with Co-Worker Support.

Specify applicable (if any) limits on the amount, frequency, or duration of this service: The activities of this service are over and above the obligations an employer has for an employee without a disability, and does not duplicate nor supplant those provided under the provisions of the Individuals with Disabilities Education Improvement Act, or Section 110 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act. Co-Worker Support and Follow-Along Support cannot be billed for during the same time but could be billed for during the same day.

The waiver will not cover activities which are otherwise available under section 110 of the Rehabilitation Act of 1973, the IDEA (20 U.S.C. 1401 et seq.), or EPSDT.